



## UNITED STATES ENVIRONMENTAL PROTECTION AGENCY

WASHINGTON, D.C. 20460

OFFICE OF THE  
CHIEF FINANCIAL OFFICER

June 28, 2019

Mr. James McCollum  
7309 Baltimore Avenue,  
Suite 117  
College Park, MD 20740

Re: Freedom of Information Act Request EPA-HQ-2019-02387

Dear Mr. McCollum:

This letter provides a partial response to the above-referenced Freedom of Information Act (FOIA) request. It addresses the following records from this FOIA request:

- *OCFO OFM Office Director Lorna McCallister 2008 EEO claim submission*
- *All OCFO SES performance appraisals since 2013 to 2018,*
- *EPA SES/SL/SLT awards by race, & gender from 2013 to 2018 (number of SES's/SL's/SLTs, Number of awards, amount of award, race),*
- *EPA SES performance increases by race & gender from 2013 to 2018*

*The 2008 EEO claim from Director Lorna McCallister:* These types of records have a 4-year retention schedule. There are no responsive records for this request.

*All OCFO SES performance appraisals:* The records retention for performance appraisals is 3 years according to the EPA Records Schedule. However, we were able to locate OCFO SES performance appraisals from 2014-2018 with redactions. The information that has been withheld under FOIA Exemption 6 consists of personal information identified on the OCFO SES 2014 -2017 performance appraisals. We have determined that the individuals to whom this information pertains have a substantial privacy interest in withholding it. Additionally, we have determined that the disclosure of this information would shed little or no light on the performance of the Agency's statutory duties. Because the harm to personal privacy is greater than whatever public interest may be served by disclosure, release of the information would constitute a clearly unwarranted invasion of the privacy of this individual and we are withholding it under Exemption 6.

*EPA SES/SL/SLT awards by race, & gender from 2013 to 2018 (number of SES's/SL's/SLTs, Number of awards, amount of award, race) and EPA SES performance increases by race & gender from 2013 to 2018:* Please find attached a report showing the EPA SES/SL/SLT awards and performance pay from 2014 -2018, as well as a separate report with the number of awards by race and gender from 2014 - 2018.

The remaining items in your request have been or are being responded to by other offices.

This letter concludes our response to your request. You may appeal this response by email at [hq.foia@epa.gov](mailto:hq.foia@epa.gov), or by mail to the National Freedom of Information Office, U.S. EPA, 1200 Pennsylvania Avenue, N.W. (2822T), Washington, DC 20460. Only items mailed through the United States Postal Service may be delivered to 1200 Pennsylvania Avenue. If you are submitting your appeal by hand delivery, courier service, or overnight delivery, you must address your correspondence to 1301 Constitution Avenue, N.W., Room 6416J, Washington, DC 20001. Your appeal must be in writing, and it must be received no later than 90 calendar days from the date of this letter. The Agency will not consider appeals *received* after the 90-calendar-day limit. Appeals received after 5:00 pm EST will be considered received the next business day. The appeal letter should include the FOIA tracking number listed above. For quickest possible handling, the subject line of your email, the appeal letter, and its envelope, if applicable, should be marked "Freedom of Information Act Appeal." Additionally, you may seek dispute resolution services from EPA's FOIA Public Liaison at [hq.foia@epa.gov](mailto:hq.foia@epa.gov) or (202) 566-1667, or from the Office of Government Information Services (OGIS). You may contact OGIS in any of the following ways: by mail, Office of Government Information Services, National Archives and Records Administration, Room 2510, 8610 Adelphi Road, College Park, MD 20740-6001; email, [ogis@nara.gov](mailto:ogis@nara.gov); telephone, (202) 741-5770 or (877) 684-6448; or fax, (202) 741-5769.

Sincerely,

A handwritten signature in blue ink that reads "Ruth Alene Soward". The signature is fluid and cursive, with the first name "Ruth" being particularly prominent.

Ruth Alene Soward  
Director, Office of Resource  
and Information Management